

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)
EEO PUBLIC FILE REPORT
April 1, 2014 through March 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Incite Project Manager	1-18, 23	8
Image Director	1-18, 22, 24, 26	26
Digital Content Editor	1-19, 22, 24, 44-46, 49-51	8
WIBC Morning Show On-Air	25*	25
IT Manager	1-18, 21-22, 54	8
Digital Coordinator	1-18, 22-24, 43-53	24
Digital Brand Manager	1-18, 22-23, 26, 54	23
Digital Brand Manager	1-18, 22-23, 26, 54	8
Jr. Account Executive	1-18, 23-24, 35, 42	35
Incite Director	1-18, 23, 25, 35	35
Account Coordinator	1-18, 21, 23-24, 43	24
Assistant Chief Engineer	1-18, 23-24, 54	24

*Exigent Circumstances

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)
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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Tim Pollard Email: tpollard@bsu.edu	Y	2
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Simonna Woodson Email: simonna.woodson@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Yvette Booker Email: ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman or Barbara Benson Attn: dworkman@marian.edu or bbenson@marian.edu	Y	0
7	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com	Y	21
9	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn : Carl Jackson Email: cjackson@beonair.com	Y	0
10	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn : Martha Reed Email: martha.reed@indstate.edu	Y	0
11	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Janice Cox and Joni Collins Email: jcox@mlk-msc.org or jcollins@mlk-msc.org	Y	0
14	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: jiburton@kaplan.edu	N	0
15	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn : Mona Guirguis Email : career@butler.edu	N	1
16	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0
17	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
19	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone : (317) 693-7652 Attn : Aisha Sabur-Jarvis Email : asjarvis@indplsul.org	N	0
20	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
21	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	1
22	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	4
23	Emmis Employee Referral	N	14
24	Internal Posting (<i>job announcements posted on a local bulletin board</i>)	N	6
25	Word of Mouth	N	2
26	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone : (317) 846-9000 Fax : (317) 846-9120 Email : mclappe@sbe.org www.sbe.org	N	0
28	Internship Program <i>(as described in section III)</i>	N	0
29	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
30	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
31	WTHI –TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	0
32	Unknown Source	N	0
33	Self-Referral	N	0
34	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
35	Emmis Communications Former Employee	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
37	NTS Media Online Al Peterson Phone: (858)486-7559 al@ntsmediaonline.com	N	0
38	IBA Job Fair Indianapolis, Indiana	N	0
39	WRTV 1330 North Meridian Street Indianapolis, IN 46202 Phone: (317) 635-9788 Email: www.theindychannel.com	N	0
40	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 Phone: (317) 923-8888	N	0
41	Craigslist www.craigslist.org	N	0
42	Linkedin.com www.linkedin.com/jobs	N	0
43	Employment Connections, Inc 2901 East 20 th , Suite 101 Farmington, NM 87402 Phone: (505) 324-8877 Fax: (505) 324-8066 www.ecistaffing.com	N	2
44	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.simplyhired.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
45	Job.com	N	0
46	JuJu.com	N	0
47	Trovit U.S.	N	0
48	VetJobs.com	N	0
49	America's Job Exchange	N	0
50	Oodle Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
51	AboutJobs.com The AboutJobs.com Network 180 State Road Suite 2U Sagamore Beach, MA 02562 www.aboutjobs.com	N	0
52	Gradspring.com	N	0
53	ISAllStars.com	N	0
54	Indeed, Inc. 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	7
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			66

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments including the Programming Department and the Marketing Department.</p> <p>Students are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU had 12 interns, as follows:</p> <ul style="list-style-type: none">-During Winter/Spring 2014, the SEU had 2 interns: 2 in Marketing- During Summer 2014, the SEU had 6 interns: 1 in Programming, 5 in Marketing.-During Fall 2014, the SEU had 1 intern: 1 in Programming

2	Participated in scholarship program.	Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.
3	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Spring Career/Internship Fair on April 5, 2014 at the Marriott Indianapolis North Hotel. This event gave Emmis an opportunity to connect with prospective employees. Representative from the stations included Director of Network Operations-Network Indiana, General & Administrative.
4	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 17, 2014 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Representative from the SEU NTR Director.
5	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On September 9, 2014, SEU News/Traffic Reporter spoke as part of a panel at the NAB Radio Show Career Fair at the Indiana Convention Center, Indianapolis, Indiana, regarding careers in broadcasting and communications.
6	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On September 26, 2014, SEU gave a station/building tour, Indianapolis, Indiana, to a group of business undergrad students from Anderson University. The HR Administrator, Accounts Payable Clerk, On Air Personality, and Director of Digital spoke to students regarding careers in broadcasting and communications.

7	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 11, 2014 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representative from the SEU included Director of Digital Department.
8	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 17, 2014 SEU Program Director and Account Executive spoke to communications students at the University of Indianapolis, Indianapolis, Indiana regarding careers in broadcasting and sales.
9	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis on March 9, 2015.
10	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 9, 2015, SEU Program Director spoke to students at the Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis regarding careers in broadcasting and sales.

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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-21, 24-25, 34, 37, 40-45, 52	37
IT Manager	1-21, 24-25, 52, 57, 59-60, 64-68, 73	25
Executive Assistant	1-21, 24-25, 27, 37, 40-45, 52, 56	56
On Air Personality – PM Drive	1-21, 25, 27-28	8
On Air Personality – PM Drive	1-21, 25, 27-28, 73	25
Executive Producer of TMFS	1-21, 25, 27-28	25
Digital Content Editor	1-21, 24, 26, 40-42, 45, 52, 72	8
WIBC Promotions & EMG Director	1-21, 24-26, 40-42, 45, 52	25
Account Manager	1-21, 24-25, 27, 37, 40-45, 52, 72	37
Part Time On Air Personality	1-15, 17-21, 24-26, 37, 40-45, 52, 72	25
Account Coordinator	1-20, 24-25, 40-42, 45, 52, 56, 72	8
Part Time On Air Personality	1-15, 17-21, 24-26, 37, 40-45, 52, 72	8
Promotion & EMG Director	1-18, 20-21, 24-26, 40-45, 52, 56	8

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2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Simonna Woodson Email: simonna.woodson@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Yvette Booker Email: ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

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7	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com	Y	23
9	Indianapolis Monthly 40 Monument Circle, Suite 100 Indianapolis, IN 46204 Phone: (317) 237-9288	Y	0
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn : Carl Jackson Email: cjackson@beonair.com	Y	0
11	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn : Martha Reed Email: martha.reed@indstate.edu	Y	0
12	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	1
14	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Janice Cox and Joni Collins Email: jcox@mlk-msc.org or jcollins@mlk-msc.org	Y	0
15	Goodwill Industries Services 16535 W. Michigan Street Indianapolis, IN 46222 Phone: (317) 524-4313 Attn: Tammy Green Email: tgreen@goodwillindy.org	N	0
16	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: jiburton@kaplan.edu	N	0
17	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn : Mona Guirguis Email : career@butler.edu	N	0
18	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0
20	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
21	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone : (317) 693-7652 Attn : Aisha Sabur-Jaruis Email : asjarvis@indplsul.org	N	0
22	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
23	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	0
24	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	4
25	Emmis Employee Referral	N	15
26	Emmis Internal Candidate (<i>job announcements posted on a local bulletin board</i>)	N	7
27	Non Employee Referral	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	3
29	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone : (317) 846-9000 Fax : (317) 846-9120 Email : mclappe@sbe.org www.sbe.org	N	0
33	Internship Program <i>(as described in section III)</i>	N	0
31	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
32	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
33	WTHI –TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	0
34	Unknown Source	N	0
35	Unsolicited (walk in/ phone in / mail in)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
37	Emmis Communications Former Employee	N	7
38	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
39	AFP Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone : (703) 684-0410 Fax : (703) 684-0540 http://jobs.afpnet.org	N	0
40	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.simplyhired.com	N	0
41	Job.com	N	0
42	JuJu.com	N	0
43	Trovit U.S.	N	0
44	VetJobs.com	N	0
45	America's Job Exchange	N	0
46	Indianapolis Colts 7001 W. 56 th Street Indianapolis, IN 46254 Phone: (317) 297-2658 www.colts.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	Cumulus, Indianapolis 6810 N. Shadeland Ave. Indianapolis, IN 46220 Phone: (317) 842-9550 Email: www.wfms.com	N	0
48	NTS Media Online Al Peterson Phone: (858)486-7559 al@ntsmediaonline.com	N	0
49	IBA Job Fair Indianapolis, Indiana	N	0
50	WRTV 1330 North Meridian Street Indianapolis, IN 46202 Phone: (317) 635-9788 Email: www.theindychannel.com	N	0
51	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 Phone: (317) 923-8888	N	0
52	Oodle Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
53	Craigslist www.craigslist.org	N	0
54	Linkedin.com www.linkedin.com/jobs	N	0
55	American Job Bank (AJB) State Campus Building 12, Rm 117 Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz Email: pgolz@ajb.dni.us www.ajb.org Or www.jobsearch.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
56	Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.indeed.com	N	7
57	MobileJobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
58	Resumebook360 Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
59	Alumwire Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
60	Bright Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
61	Resumes 2 Work Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
62	Media Bistro Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
63	50 State Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
64	Just Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
65	Jobit.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
66	EmploymentPipeline Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
67	Jobijoba Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
68	Omni Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
69	Werkboard Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
70	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.google.com/base	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
71	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.jobster.com	N	0
72	AboutJobs.com The AboutJobs.com Network 180 State Road Suite 2U Sagamore Beach, MA 02562 www.aboutjobs.com	N	0
73	Employment Connections, Inc 2901 East 20 th , Suite 101 Farmington, NM 87402 Phone: (505) 324-8877 Fax: (505) 324-8066 www.ecistaffing.com	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			72

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments including the Programming Department, The Promotions Department, The Interactive Department, The Sales Department, The News Department.</p> <p>Students are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU had 12 interns, as follows:</p> <p>-During Winter/Spring 2013, the SEU had 2 interns: 1 in Marketing and 1 in Programming.</p> <p>- During Summer 2013, the SEU had 7 interns: 3 in Programming, 4 in Marketing.</p> <p>-During Fall 2013, the SEU had 3 interns: 1 in Programming, 2 in Marketing.</p>

2	Participated in scholarship program.	Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.
3	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 18, 2013 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Representative from the SEU General Sales Manager.
4	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On September 10, 2013, SEU Program Director spoke to communications students at the University of Indianapolis, Indianapolis, Indiana regarding careers in broadcasting and communications.
5	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 2, 2013 SEU Senior Account Manager spoke to students at Butler University regarding careers in broadcasting and sales.
6	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 12, 2013 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representative from the SEU included V.P. of Business Development.
7	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 15, 2013 VP Business Development/GM Network Indiana spoke to students at the University of Indianapolis regarding careers in broadcasting and sales.

8	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 23, 2013, SEU Program Director spoke to communications students at IUPUI, Indianapolis, Indiana regarding careers in broadcasting and communications.
9	Participated in job fair.	On January 27, 2014, our SEU participated in the Sales Career Fair held at Ball State University in Muncie, Indiana. The event gave Emmis the opportunity to connect with prospective employees and discuss job opportunities with individuals interesting in careers in broadcasting sales. SEU participants included General Sales Manager.
10	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU upper management was trained on EEO procedures and methods on February 26, 2014. Areas covered were: job posting outsource efforts, recruitment, public file, recordkeeping, etc...Attendees included: Director of Operations (AM & FM), Program Director, Operations Director, Market Manager, Director of Sales, General Sales Manager (3), Director Emmis Marketing Group, Market Controller, Assistant Controller, Director of Talk Programming, EMG Coordinator, Executive Producer, HR Administrator, News Director and Traffic Director.
11	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis on March 10, 2014.

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)
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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-21, 23, 40-41, 51, 54-55, 62-69	23
Multi-Media Producer	1-21, 24, 40-41, 51, 54-55, 62-69	8
Multi-Media Anchor/Reporter	1-21, 26, 40-41, 51, 54-55, 62-69	8
Videographer Part Time	1-21, 40-41, 51, 54-55, 62-69	1
Sales/Executive Assistant	1-23, 40-41, 51, 54-55, 62-69	15
Remote Broadcast Engineer	1-21, 24, 39-41, 45, 51, 54, 62-65, 67-69	24
Web & Graphic Designer	1-21, 23, 40-41, 51, 54-55, 62-71	8
Producer/Board Op	1-21, 23-24, 40-42, 54-55, 62-68	24
News Anchor/Reporter Part Time	1-21, 23, 40-41, 51, 54-55, 62-69	23
Staff Engineer	1-21, 23, 24, 40-41, 51, 54-55, 62-69	24
Account Coordinator	1-21, 23, 40-41, 45, 54-55, 62-68	45
Account Manager	1-21, 23, 36, 40-42, 54-55, 62-68	8
Program Director	1-21, 24-25, 40-42, 54-55, 62-68	24
Sales Project Coordinator	1-21, 23-24, 40-41, 54-55, 62-68	24

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)
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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Cindy Hershman Email: careercenter@bsu.edu	Y	2
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Jon Oren Email: jon.oren@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Yvette Booker Email: ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman or Barbara Benson Attn: dworkman@marian.edu or bbenson@marian.edu	Y	0
7	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	1
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com	Y	36
9	Indianapolis Monthly 40 Monument Circle, Suite 100 Indianapolis, IN 46204 Phone: (317) 237-9288	Y	0
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn : Dave Cogozzo Email: placement.lombard@beonair.com	Y	0
11	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn : Martha Reed Email: martha.reed@indstate.edu	Y	0
12	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
14	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Netetia Walker/Wilbert Buckner Email: nwalker@mlk-msc.org or wbuckner@mlk-msc.org	Y	0
15	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	18
16	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn : Mona Guirguis Email : career@butler.edu	N	0
17	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0
18	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Linda Compton	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
20	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone : (317) 693-7652 Attn : Aisha Sabur-Jarvis Email : asjarvis@indplsul.org	N	0
21	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
22	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	3
23	Emmis Employee Referral	N	21
24	Emmis Internal Candidate (<i>job announcements posted on a local bulletin board</i>)	N	18
25	Non Employee Referral	N	7
26	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone : (317) 846-9000 Fax : (317) 846-9120 Email : mclappe@sbe.org www.sbe.org	N	0
28	Internship Program (<i>as described in section III</i>)	N	0
29	Inside Radio P.O. Box 442 Littleton, NH 03561 Phone: (800) 640-8852 Attn: Gene McKaye	N	0
30	Charitable Advisors, LLC P.O. Box 501245 Indianapolis, IN 46250 Phone: (317) 577-4692 Email: Bryan@CharitableAdvisors.com www.charitableadvisors.com	N	0
31	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
32	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
33	WTHI --TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	0
34	Unknown Source	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
35	Radio & Records 10100 Santa Monica Blvd. Los Angeles, CA 90067 Phone : (310) 203-8727 Attn : Lisa Linaes	N	0
36	Unsolicited (walk in/ phone in / mail in)	N	3
37	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
38	American Job Bank (AJB) State Campus Building 12, Rm 117 Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz Email: pgolz@ajb.dni.us www.ajb.org Or www.jobsearch.org	N	0
39	WIBC(FM) 40 Monument Circle, Suite 400 Indianapolis, IN 46250 www.wibc.com	N	0
40	Goodwill Industries Services 16535 W. Michigan Street Indianapolis, IN 46222 Phone: (317) 524-4313 Attn: Tammy Green Email: tgreen@goodwillindy.org	N	0
41	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Sue Loomis Email: sloomis@kaplan.edu	N	0
42	Emmis Communications Former Employee	N	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
43	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
44	AFP Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone : (703) 684-0410 Fax : (703) 684-0540 http://jobs.afpnet.org	N	0
45	Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.indeed.com	N	4
46	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.simplyhired.com	N	0
47	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.google.com/base	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
48	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.jobster.com	N	0
49	Indianapolis Colts 7001 W. 56 th Street Indianapolis, IN 46254 Phone: (317) 297-2658 www.colts.com	N	0
50	Twitter job Search Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
51	Resumes 2 Work Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
52	Media Bistro Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
53	50 State Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
54	Just Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
55	Omni Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
56	Werkboard Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
57	Cumulus, Indianapolis 6810 N. Shadeland Ave. Indianapolis, IN 46220 Phone: (317) 842-9550 Email: www.wfms.com	N	0
58	NTS Media Online Al Peterson Phone: (858)486-7559 al@ntsmediaonline.com	N	0
59	IBA Job Fair Indianapolis, Indiana	N	0
60	WRTV 1330 North Meridian Street Indianapolis, IN 46202 Phone: (317) 635-9788 Email: www.theindychannel.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
61	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 Phone: (317) 923-8888	N	0
62	Alumwire Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
63	Bright Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
64	EmploymentPipeline Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
65	Jobijoba Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
66	Jobit.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
67	MobileJobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
68	Oodle Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
69	Resumebook360 Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
70	Craigslist www.craigslist.org	N	1
71	Linkedin.com www.linkedin.com/jobs	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			120

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments including the Programming Department, The Promotions Department, The Interactive Department, The Sales Department, The News Department.</p> <p>Students are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU had 16 interns, as follows:</p> <ul style="list-style-type: none">-During Winter/Spring 2012, the SEU had 2 interns: 1 in Promotions and 1 in Programming.- During Summer 2012, the SEU had 10 interns: 6 in Promotions, 3 in Programming, 1 in Sales.-During Fall 2012, the SEU had 2 interns: 2 in Promotions.

		-During Winter/Spring 2013, the SEU had 2 interns: 1 in Programming and 1 in Promotions.
2	Participated in scholarship program.	Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU upper management was trained on EEO procedures and methods on April 26, 2012. Areas covered were: job posting outsource efforts, recruitment, public file, recordkeeping, etc... Attendees included: Market Manager, Director of Sales, General Sales Manager (2), Local Sales Manager, Director Emmis Marketing Group and V.P. of Business, National Sales Manager
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU upper management was trained on EEO procedures and methods on May 15, 2012. Areas covered were: job posting outsource efforts, recruitment, public file, recordkeeping, etc...Attendees included: Director of Operations (AM & FM), Program Director, Operations Director, Promotions Coordinator(2), Dir. Of Digital Media, Promotions Director.
5	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 19, 2012 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Representatives from the SEU included Digital Production Manager and Promotions Director.
6	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair

		on October 20, 2012 at the Marriott North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representative from the SEU included Director Emmis Marketing Group and V.P. of Business.
7	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On Friday, September 28, 2012, Emmis Marketing Group hosted the IUPUI Kelley School of Business Direct Admit Freshman class with both a tour, and then a lunch and learn. Students were able to learn about our specific job duties as well as ask questions about the industry. These students were also given the opportunity to discuss applying for internships and part-time Marketing Team positions once they were ready to take this on with their academics.
8	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 16, 2012 SEU Emmis Marketing Group hosted students from IUPUI as part of their externship program. Students were at Emmis for half the day and toured the building, visited various departments and meetings and attended a panel with the Director of Emmis Marketing Group, Digital Production Manager, Promotions Directors and Sports Marketing Director.
9	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 17, 2012 Senior Account Manager participated on a panel at Butler University for a radio/tv class. Students were educated on broadcasting careers and also had an opportunity to ask questions of the panel in regards to broadcasting.
10	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On November 28, 2012, SEU Digital Production Manager spoke to students about careers in broadcasting as part of a radio panel for Applied Radio Students in the Communication Department at the University of Indianapolis.
11	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU Recruiter was trained on The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Emmis Recruiters on February 14, 2013. The training was lead by an Attorney at Wiley Rein, LLP. Areas covered were: job posting outsource efforts, recruitment, public file, recordkeeping,

		reporting. Attendees included: Indy Radio Recruiter and HR Business Partner.
12	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Spring Broadcasting Career Fair on March 16, 2013 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representatives from the stations included Network Indiana and Building Operations Director.
13	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis on March 4, 2013.

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-8, 10-17, 19-20, 23, 40-41, 51, 54-55, 62-69	23
Multi-Media Producer	1-8, 10-17, 19-20, 24, 40-41, 51, 54-55, 62-69	8
Multi-Media News Anchor/Reporter	1-8, 10-17, 19-20, 23, 26, 40-41, 51, 54-55, 62-69	23
Sales/Executive Assistant	1-8, 10-17, 19-20, 22-23, 40-41, 51, 54-55, 62-69	15
Remote Broadcast Engineer	1-8, 10-17, 19-20, 24, 40-41, 45, 51, 54-55, 62-69	8
Web & Graphic Designer	1-8, 10-17, 19-20, 23, 34, 40-41, 51, 54-55, 62-69, 71	8
Producer/Board Op	1-8, 10-17, 19-20, 23-24, 40-42, 54-55, 62-68, 72	72
Staff Engineer	1-8, 10-17, 19-20, 23-24, 40-41, 51, 54-55, 62-69, 72	72
Account Coordinator	1-8, 10-17, 19-20, 23, 40-41, 45, 54-55, 62-68	45
Account Manager	1-8, 10-17, 19-20, 23, 36, 40-42, 54-55, 62-68	8
Program Director	1-8, 10-17, 19-20, 24-25, 40-42, 54-55, 63-68, 72	72
Sales Project Coordinator	1-8, 10-17, 19-20, 23-24, 40-41, 54-55, 62-68	72

¹ This Report was modified in September 2014 to address reporting issues.

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Cindy Hershman Email: careercenter@bsu.edu	Y	1
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Jon Oren Email: jon.oren@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Yvette Booker Email: ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman or Barbara Benson Attn: dworkman@marian.edu or bbenson@marian.edu	Y	0
7	University of Indianapolis/WICR-FM 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 <u>www.emmis.com</u>	N	26
9	<i>Intentionally Omitted</i>	N	0
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn : Dave Cogozzo Email: <u>placement.lombard@beonair.com</u>	Y	0
11	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn : Martha Reed Email: <u>martha.reed@indstate.edu</u>	Y	0
12	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: <u>career@anderson.edu</u>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
14	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Netetia Walker/Wilbert Buckner Email: nwalker@mlk-msc.org or wbuckner@mlk-msc.org	Y	0
15	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	17
16	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn : Mona Guirguis Email : career@butler.edu	N	0
17	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0
18	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Linda Compton	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
20	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone : (317) 693-7652 Attn : Aisha Sabur-Jarvis Email : asjarvis@indplsul.org	N	0
21	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
22	Monster Job Board (not directly contacted by SEU) www.monster.com	N	3
23	Employee Referral	N	21
24	Internal Candidate (job announcements posted on a local bulletin board)	N	14
25	Non-Employee Referral	N	7
26	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	1
27	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone : (317) 846-9000 Fax : (317) 846-9120 Email : mclappe@sbe.org www.sbe.org	N	0
28	Internship Program (as described in section III)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Inside Radio P.O. Box 442 Littleton, NH 03561 Phone: (800) 640-8852 Attn: Gene McKaye	N	0
30	Charitable Advisors, LLC P.O. Box 501245 Indianapolis, IN 46250 Phone: (317) 577-4692 Email: Bryan@CharitableAdvisors.com www.charitableadvisors.com	N	0
31	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
32	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
33	WTHI-TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	0
34	Unknown (source not adequately identified upon inquiry)	N	1
35	Radio & Records 10100 Santa Monica Blvd. Los Angeles, CA 90067 Phone : (310) 203-8727 Attn : Lisa Linaes	N	0
36	Walk-In/Self-Referral	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
38	American Job Bank (AJB) State Campus Building 12, Rm 117 Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz Email: pgolz@ajb.dni.us www.ajb.org Or www.jobsearch.org	N	0
39	<i>Intentionally Omitted</i>	N	0
40	Goodwill Industries Services 16535 W. Michigan Street Indianapolis, IN 46222 Phone: (317) 524-4313 Attn: Tammy Green Email: tgreen@goodwillindy.org	N	0
41	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Sue Loomis Email: sloomis@kaplan.edu	N	0
42	Former Employee	N	4
43	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
44	AFP Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone : (703) 684-0410 Fax : (703) 684-0540 http://jobs.afpnet.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
45	Indeed.com (<i>not directly contacted by SEU</i>)	N	4
46	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.simplyhired.com	N	0
47	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.google.com/base	N	0
48	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.jobster.com	N	0
49	Indianapolis Colts 7001 W. 56 th Street Indianapolis, IN 46254 Phone: (317) 297-2658 www.colts.com	N	0
50	Twitter Job Search Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
51	Resumes 2 Work Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
52	Media Bistro Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
53	50 State Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
54	Just Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
55	Omni Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
56	Werkboard Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
57	Cumulus, Indianapolis 6810 N. Shadeland Ave. Indianapolis, IN 46220 Phone: (317) 842-9550 Email: www.wfms.com	N	0
58	NTS Media Online Al Peterson Phone: (858)486-7559 al@ntsmediaonline.com	N	0
59	IBA Job Fair (<i>see Sec. III</i>) Indianapolis, Indiana	N	0
60	WRTV 1330 North Meridian Street Indianapolis, IN 46202 Phone: (317) 635-9788 Email: www.theindychannel.com	N	0
61	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 Phone: (317) 923-8888	N	0
62	Alumwire Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
63	Bright Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
64	EmploymentPipeline Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
65	Jobijoba Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
66	Jobit.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
67	MobileJobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
68	Oodle Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
69	Resumebook360 Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
70	Craigslist www.craigslist.org	N	0
71	LinkedIn.com www.linkedin.com/jobs	N	1
72	Internal Transfer/Promotion	N	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			107

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)

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April 1, 2012 through March 31, 2013

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC(FM), WLHK(FM), WYXB(FM) or WFNI(AM). Students intern in a number of station departments, including programming, promotions, interactive, sales, and news. They are assigned projects that allow them to become familiar with a variety of departments and their role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU hosted a total of 14 interns, as follows:</p> <ul style="list-style-type: none">-During the Winter-Spring 2012 semester, the SEU hosted 2 interns: 1 in Promotions and 1 in Programming.- During the Summer 2012 semester, the SEU hosted 10 interns: 6 in Promotions, 3 in Programming, 1 in Sales.-During the Fall 2012 semester, the SEU hosted 2 interns: 2 in Promotions.
2	Participation in scholarship program.	<p>Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications for the scholarship were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU's upper management was trained on EEO procedures and methods on April 26, 2012. Areas covered included: job posting outsource efforts, recruitment, public file, recordkeeping, etc. Attendees included: Market Manager, Director of Sales, General Sales Manager (2), Local Sales Manager, Director Emmis Marketing Group and V.P. of Business, National Sales Manager
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU upper management was trained on EEO procedures and methods on May 15, 2012. Areas covered included: job posting outsource efforts, recruitment, public file, recordkeeping, etc. Attendees included: Director of Operations (AM & FM), Program Director, Operations Director, Promotions Coordinator (2), Dir. Of Digital Media, Promotions Director.
5	Participate in job fair.	Our SEU co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 19, 2012 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Our SEU ran on-air advertisements to publicize the event and encourage attendance at the fair. Representatives from our SEU included the Digital Production Manager and Promotions Director.
6	Participate in job fair.	Our SEU co-sponsored the Indiana Broadcaster's Association Fall Job Fair on October 20, 2012 at the Marriott North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Our SEU ran on-air advertisements to publicize the event and encourage attendance at the fair. Representatives from our SEU included the Director of Emmis's Marketing Group and the V.P. of Business.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On Friday, September 28, 2012, our SEU's Marketing Group hosted the IUPUI Kelley School of Business Direct Admit Freshman class with both a tour, and then a lunch and learn. Students were able to learn about our specific job duties as well as ask questions about the industry. These students were also given the opportunity to discuss applying for internships and part-time Marketing Team positions once they were ready to take this on with their academics.
8	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 16, 2012, our SEU's Marketing Group hosted students from IUPUI as part of their externship program. Students were at our SEU for half the day, touring the building, visiting various departments, and attending a panel discussion with our Director of Emmis Marketing Group, Digital Production Manager, Promotions Directors and Sports Marketing Director.
9	Participation in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 17, 2012, our SEU's Senior Account Manager participated on a panel at Butler University for a radio/TV class. Our SEU's Senior Account Manager spoke with students about career opportunities in broadcasting. Students also had an opportunity to ask questions about careers in broadcasting.
10	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On November 28, 2012, our SEU's Digital Production Manager spoke to students about careers in broadcasting as part of a radio panel for Applied Radio Students in the Communication Department at the University of Indianapolis.
11	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On February 14, 2013, our SEU's recruiter was trained on the FCC's Equal Employment Opportunity Rules in a training session titled "The Nuts and Bolts for Emmis Recruiters." The training was led by our outside communications counsel at Wiley Rein, LLP. Areas covered included: job posting outsource efforts, recruitment, public file, recordkeeping, and reporting. Our SEU's attendees included: Indy Radio Recruiter and HR Business Partner.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
12	Participate in job fair.	Our SEU co-sponsored the IBA Spring Broadcasting Career Fair on March 16, 2013 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. Our SEU ran on-air advertisements to publicize the event and encourage attendance at the fair. The event gave Emmis an opportunity to connect with prospective employees and collect resumes from prospective applicants. Representatives from our SEU included our Building Operations Director.
13	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 4, 2013, an Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis. Students had the opportunity to interact with our Account Manager and ask questions about career opportunities in broadcasting.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-8, 10-18, 20-21, 24-25, 37, 40-45, 52	37
IT Manager	1-8, 10-18, 20-21, 24-25, 34, 52, 57, 59-60, 64-68	25
Executive Assistant	1-8, 10-18, 20-21, 24-27, 37, 40-45, 52, 56	56
On Air Personality – PM Drive	1-8, 10-21, 25, 27-28, 34	8
On Air Personality – PM Drive	1-8, 10-21, 25, 27-28, 34	25
Executive Producer of TMFS	1-8, 10-21, 25, 27-28	25
Digital Content Editor	1-8, 10-21, 24, 26, 40-42, 45, 49, 52, 72	8
WIBC Promotions & EMG Director	1-8, 10-21, 24-26, 40-42, 45, 49, 52	25
Account Manager	1-8, 10-18, 20-21, 24-25, 27, 37, 40-45, 52, 72	37
Account Coordinator	8, 24-25, 40-42, 45, 49, 52, 56, 72	8
Promotion & EMG Director	1-8, 10-18, 20-21, 24-26, 40-45, 52, 56	8

¹ This Report was modified in September 2014 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Tim Pollard Email: tpollard@bsu.edu	Y	0
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Simonna Woodson Email: simonna.woodson@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Yvette Booker Email: ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman or Barbara Benson Attn: dworkman@marian.edu or bbenson@marian.edu	Y	0
7	University of Indianapolis/WICR-FM 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com	N	22
9	<i>Intentionally Omitted</i>	N	0
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn : Carl Jackson Email: cjackson@beonair.com	Y	0
11	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn : Martha Reed Email: martha.reed@indstate.edu	Y	0
12	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	1
14	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Janice Cox and Joni Collins Email: jcox@mlk-msc.org or jcollins@mlk-msc.org	Y	0
15	Goodwill Industries Services 16535 W. Michigan Street Indianapolis, IN 46222 Phone: (317) 524-4313 Attn: Tammy Green Email: tgreen@goodwillindy.org	N	0
16	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: jiburton@kaplan.edu	N	0
17	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn : Mona Guirguis Email : career@butler.edu	N	0
18	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0
20	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jcharmon@indiana.edu	N	0
21	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone : (317) 693-7652 Attn : Aisha Sabur-Jarvis Email : asjarvis@indplsul.org	N	0
22	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
23	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood <i>www.monster.com</i>	N	0
24	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes <i>www.careerbuilder.com</i>	N	4
25	Employee Referral	N	14
26	Internal Candidate (<i>job announcements posted on a local bulletin board</i>)	N	6
27	Non-Employee Referral	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	3
29	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone : (317) 846-9000 Fax : (317) 846-9120 Email : mclappe@sbe.org www.sbe.org	N	0
30	Internship Program (as described in section III)	N	0
31	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
32	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
33	WTHI –TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	0
34	Unknown (source not adequately identified upon inquiry)	N	2
35	Walk-In/Self-Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
37	Former Employee	N	6
38	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
39	AFP Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone : (703) 684-0410 Fax : (703) 684-0540 http://jobs.afpnet.org	N	0
40	SimplyHired.com	N	0
41	Job.com	N	0
42	JuJu.com	N	0
43	Trovit.com	N	0
44	VetJobs.com	N	0
45	Americasjobexchange.com	N	0
46	Indianapolis Colts 7001 W. 56 th Street Indianapolis, IN 46254 Phone: (317) 297-2658 www.colts.com	N	0
47	Cumulus, Indianapolis 6810 N. Shadeland Ave. Indianapolis, IN 46220 Phone: (317) 842-9550 Email: www.wfms.com	N	0
48	NTS Media Online Al Peterson Phone: (858)486-7559 al@ntsmediaonline.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
49	IBA Job Fair (<i>see Sec. III</i>)	N	0
50	WRTV 1330 North Meridian Street Indianapolis, IN 46202 Phone: (317) 635-9788 Email: www.theindychannel.com	N	0
51	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 Phone: (317) 923-8888	N	0
52	Oodle.com	N	0
53	Craigslist www.craigslist.org	N	0
54	Linkedin.com www.linkedin.com/jobs	N	0
55	American Job Bank (AJB) State Campus Building 12, Rm 117 Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz Email: pgolz@ajb.dni.us www.ajb.org Or www.jobsearch.org	N	0
56	Indeed.com (<i>not directly contacted by SEU</i>)	N	7
57	MobileJobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
58	Resumebook360 Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
59	Alumwire Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
60	Bright Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
61	Resumes 2 Work Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
62	Media Bistro Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
63	50 State Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
64	Just Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
65	Jobit.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
66	EmploymentPipeline Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
67	Jobijoba Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
68	Omni Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
69	Werkboard Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
70	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.google.com/base	N	0
71	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.jobster.com	N	0
72	AboutJobs.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			68

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2013 through March 31, 2014

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC(FM), WLHK(FM), WYXB(FM) or WFNI(AM). Students intern in a number of station departments, including programming, promotions, interactive, sales, and news. The interns are assigned projects that allow them to become familiar with a variety of departments and their role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU hosted a total of 12 interns, as follows:</p> <ul style="list-style-type: none">-During Winter/Spring 2013, the SEU hosted 2 interns: 1 in Marketing and 1 in Programming.- During Summer 2013, the SEU hosted 7 interns: 3 in Programming, 4 in Marketing.-During Fall 2013, the SEU hosted 3 interns: 1 in Programming, 2 in Marketing.
2	Participation in scholarship program.	<p>Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications for the scholarship were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 18, 2013 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Representatives from our SEU included our General Sales Manager.
4	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On September 10, 2013, our SEU's Program Director spoke to communications students at the University of Indianapolis, in Indianapolis, Indiana regarding careers in broadcasting and communications. Students had the opportunity to ask our Program Director questions about the skills needed to succeed in a broadcasting career.
5	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 2, 2013, our SEU's Senior Account Manager spoke to students at Butler University regarding careers in broadcasting and sales. Students had the opportunity to ask our Senior Account Manager about career opportunities in broadcasting.
6	Participate in job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 12, 2013 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Our SEU ran on-air advertisements to publicize the event and encourage attendance at the fair. Representative from the SEU included our V.P. of Business Development.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 15, 2013, our SEU's VP Business Development/GM spoke to sports marketing students at the University of Indianapolis regarding careers in broadcasting and sales.
8	Participation in events or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 23, 2013, our SEU's Program Director spoke to communications students at IUPUI, Indianapolis, Indiana regarding careers in broadcasting and communications.
9	Participation in job fair.	On January 27, 2014, our SEU participated in the Sales Career Fair held at Ball State University in Muncie, Indiana. The event gave Emmis the opportunity to connect with prospective employees and discuss job opportunities with individuals interested in careers in broadcasting sales. Our SEU set up a booth and collected resumes from attendees. Our SEU's participants included our General Sales Manager.
10	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The SEU upper management was trained on EEO procedures and methods on February 26, 2014. Areas covered included: job posting outsource efforts, recruitment, public file, recordkeeping, etc. Attendees included our Director of Operations (AM & FM), Program Director, Operations Director, Market Manager, Director of Sales, General Sales Manager (3), Director Emmis Marketing Group, Market Controller, Assistant Controller, Director of Talk Programming, EMG Coordinator, Executive Producer, HR Administrator, News Director and Traffic Director.
11	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 10, 2014, our SEU's Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis. Students had the opportunity to interact with our Account Manager and ask questions about career opportunities in broadcasting.